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ABSTRACT

Volume 2 of the two-part report includes detailed matrices covering the more significant characteristics of 67 medical schools' practice plans. Although the institutions are not named, public medical schools are distinguished from private ones, and regional location is indicated. A glossary is included to assist the reader in interpreting columnar headings. The characteristics appearing on the matrices are grouped according to such features as organization, membership, governance, general administration, practice setting, plan income, fee policies and procedures, compensation administration, and benefits and malpractice insurance. The information covers the first year of a two-year study; the second phase will be completed in the fall of 1977. (Editor/MSE)

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MEDICAL PRACTICE PLANS AT U.S. MEDICAL SCHOOLS

A REVIEW OF CURRENT CHARACTERISTICS AND TRENDS

VOLUME II

INTERIM FINAL REPORT

Association of American Medical Colleges
One Dupont Circle, N.W., Washington, DC 20036

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MEDICAL PRACTICE PLANS AT U.S. MEDICAL SCHOOLS

A Review of Current Characteristics and Trends

William C. Hilles
Sharon K. Fagan

VOLUME II

INTERIM FINAL REPORT

This Interim Final Report is in partial fulfillment of work to be performed and is subject to modification.

Division of Operational Studies
ASSOCIATION OF AMERICAN MEDICAL COLLEGES
March 1977

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PREFACE

Volume II of the two-part report, "Medical Practice Plans at U.S. Medical Schools: A Review of Current Characteristics and Trends", includes detailed matrices covering the more significant characteristics of 67 medical school's practice plans. Although the institutions are kept anonymous, public medical schools (42) are distinguished from private ones (25), and regional location is indicated. A glossary is included to assist the reader in interpreting columnar headings. The characteristics appearing on the matrices are grouped according to such features as organization, membership, governance, general administration, practice setting, plan income, fee policies and procedures, compensation administration, benefits and malpractice insurance. The occurrence of a particular feature is tallied at the bottom of each major section.

Volume I of the set includes a discussion of the methodology, scope and objectives of the study, historical background, general findings, trends, the introduction of a plan typology, several income flow diagrams, and an annotated bibliography.

Both Volumes I and II cover the first of a two-year study. The second phase will be completed in the fall of 1977 and will consist of indepth reviews of six representative plans. The result will be documented case studies which will focus on problems of implementation and operation, as well as present an examination of the institution's process for evaluating the plan's effectiveness in meeting objectives.

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GLOSSARY

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Many of the columnal headings in the matrices which follow are self-explanatory; however, because of space limitations, some of the headings are abbreviated or terms have been used which need further explanation in the context of describing practice plans.

ORGANIZATION

- Practice Plan(s) - A statement of objectives with accompanying policies and procedures describing the manner in which faculty physicians may provide, charge, recover and disburse fees for medical services to patients and perhaps other professional income.

- Fully Institutional - Comprehensive in scope with authority vested in a central location.

- Latest Revision - Any plan modification that can result in a significant impact on the participants, e.g., introduction of an incentive factor in the income distribution formula.

MEMBERSHIP

- Full Membership - A classification of practice plan membership whereby regular, usually full-time, faculty are bound by all the plan's groundrules.

- Other Membership - A type of plan membership applied to faculty where, by explicitly stated exception, they are not bound by all the plan's groundrules as is a full member.

- FT/PT/Vol - Full-time, part-time, volunteer faculty.

- Net Collection Rate - The normal annual rate of collection after adjustments for discounts and fee waivers.

- Disbursement (of Professional Fees) - The organizational entity responsible for the initial distribution of plan income.

COMPENSATION

- Direct Relationship Between Faculty Utilization & Sources of Compensation - In some institutions an attempt is made to prorate source of compensation according to percentage of time/effort spent in a particular activity. This may be done by activity or effort analysis, program cost center identification, or some other device. Where this occurs, notation appears in this column.

- Incentive (Compensation Component) - A mark appears in this column when an institution offers as part of its compensation plan an inducement for the faculty member to improve his economic status through patient-generated income. In its purest form, there would not be an absolute ceiling on his earnings, though there may be diminishing returns as a result of a progressive levy on the income.

- Insurance/Retirement - Insurance benefits and retirement plans are provided and paid for under various arrangements. This matrix differentiates between the various types of insurance and retirement options commonly available in academic institutions. The table further distinguishes the source of payment according to the following categories:

  IP - When the institution provides partial or total payment for the benefit to practice plan participants, but not as a condition of their plan participation.

  IPWPS - Where the institution provides the benefit at least in part, but it is supplemented or enhanced with practice plan income.

  PP - Where the benefit is exclusively granted to the plan participant from plan income, and where it is not provided and paid for by the institution to other faculty.

GOVERNANCE

- Governing Body - A board, committee or other formally constituted body which has broad, policy-initiating authority in the operation of a particular practice plan.

- Automatic Composition/Selection - A situation whereby an individual(s) automatically gains status by virtue of his/her position in the institution, e.g., department chairmen as automatic members of the governing body.

- Appd. - Appointed.

- Plan Bylaws - Written descriptions of the structure and groundrules established and formally approved for a practice plan.

ADMINISTRATION

- Admin. staff (operational responsibility) - Personnel at either the medical school or hospital administration level who are full-time at the institution and who spend a portion of that time in practice plan management activities.

PRACTICE SETTING

- Offices (medical building) - Offices located in a clinical facility outside the medical school and its owned or affiliated hospital(s).

PLAN INCOME

- Plan revenue (net of courtesy discounts or fee waivers) resulting from direct payment for patient care.

FEES

- Inc./Non-Inc. (centralized billing services) Billing services in the context of either an incorporated or non-incorporated plan billing entity.

P R O F I L E M A T R I X

ORGANIZATION

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	ORGANIZATION									
	Practice Plan(s)*			Plan Structure					Plan Age	
	None	Single	Multiple	Fully Institutional*		Separately Incorporated	Department Variations	Other	Implementation Date	Date of Latest Revision*
				Med. Sch.	Hospital					
A-West		x		x					Jun. 1965	Jul. 1973
B-South			x	x					Nov. 1976	
C-South		x				x			1958	Mar. 1973
D-South		x		x					Jun. 1969	
E-Midwest		x		x					Jul. 1946	1967
F-South		x		x		x			Sept 1960	Dec. 1974
G-Midwest		x		x			x		Jul. 1958	Nov. 1974
H-South		x		x			x		Aug. 1967	Jun. 1975
I-South		x		x					Nov. 1965	May 1975
J-South		x		x					Jul. 1971	Nov. 1976
K-South		x		x					Apr. 1957	Jun. 1970
L-West		x		x					Jul. 1974	
M-West		x		x					Jul. 1972	

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	ORGANIZATION									
	Practice Plan(s)*			Plan Structure					Plan Age	
	None	Single	Multiple	Fully Institutional*		Separately Incorporated	Department Variations	Other	Implementation Date	Date of Latest Revision*
				Med. Sch.	Hospital					
N-West		x		x					Dec 1959	Oct 1974
O-Northeast		x					x		Jun 1972	Jan 1975
P-South		x		x					1956	1973
Q-Northeast		x					x		1961	1977
R-Midwest		x				x			Jan 1973	
S-South		x		x					Jan 1969	Feb 1976
T-Northeast		x		x			x		Apr 1972	
U-West		x				x	x		Aug 1972	Jul 1976
V-South		x				x			Jun 1975	
W-South		x		x			x		Jul 1973	
X-Midwest		x		x					1971	Jun 1976
Y-West		x		x				x	May 1959	Apr 1976
Z-Northeast		x		x				x	1965	1971

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	ORGANIZATION										
	Practice Plan(s)*			Plan Structure					Plan Age		
	None	Single	Multiple	Fully Institutional*		Separately Incorporated	Department Variations	Other	Implementation Date		Date of Latest Revision*
				Med. Sch.	Hospital						
AA-South		x		x			x		Oct 1974		
BB-West		x		x					Oct 1971		Jul 1976
CC-Northeast		x		x					Aug 1975		Jul 1976
DD-Midwest		x		x					Feb 1973		Mar 1976
EE-West		x		x						1953	Jul 1976
FF-South		x		x						1954	1964
GG-South		x				x			Jul 1971		Jul 1976
HH-Midwest		x		x			x		Nov 1973		
II-South						x				1973	Jan 1977
JJ-South		x				x	x		Jun 1973		
KK-Midwest			x			x	x			1950	1965
LL-Midwest		x								1956	Oct 1974
MM-South		x		x					Feb 1973		Aug 1974

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	ORGANIZATION										
	Practice Plan(s)*			Plan Structure					Plan Age		
	None	Single	Multiple	Fully Institutional*		Separately Incorporated	Department Variations	Other	Implementation Date		Date of Latest Revision*
				Med. Sch.	Hospital						
NN-South		x		x						1955	1975
OO-Midwest		x		x			x		Mar	1971	Aug 1973
PP-Northeast		x		x					May	1975	
Total		39	2	31		9	13	2			

*See Glossary

P R O F I L E M A T R I X

ORGANIZATION

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	ORGANIZATION									
	Practice Plan(s)*			Plan Structure					Plan Age	
	None	Single	Multiple	Fully Institutional*		Separately Incorporated	Department Variations	Other	Implementation Date	Date of Latest Revision*
				Med. Sch.	Hospital					
A-Northeast		x					x			
B-West		x		x					Sept 1962	Mar 1974
C-South		x		x					Jan 1942	Sept 1962
D-Northeast		x		x					July 1973	July 1976
E-Northeast		x		x					1969	1974
F-Northeast		x		x			x		June 1976	
G-Midwest		x		x			x		1910	1956
H-South		x		x					June 1974	June 1976
I-Northeast			x	x			x		Sept 1975	
J-Northeast		x		x					1965	1967
K-Northeast		x		x					July 1967	July 1975
L-Northeast		x		x					1935	Jan 1975
M-South		x		x					Jan 1968	

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	ORGANIZATION									
	Practice Plan(s)*			Plan Structure					Plan Age	
	None	Single	Multiple	Fully Institutional*		Separately Incorporated	Department Variations	Other	Implementation Date	Date of Latest Revision*
				Med. Sch.	Hospital					
N-Northeast		x		x					July 1976	
O-South		x		x					Feb 1975	June 1976
P-Northeast		x			x				June 1973	Sept 1975
Q-South		x		x					July 1970	July 1975
R-South		x		x					July 1973	
S-Midwest		x		x					Sept 1967	May 1974
T-South		x						x	Jan 1953	Sept 1957
U-South		x				x			1972	
V-Northeast		x					x		1954	1976
W-Midwest		x		x					Sept 1969	March 1976
X-Northeast		x					x		July 1976	
Y-Midwest		x		x					Sept 1974	
Total		24	1	19	1	1	6	1		

*See Glossary

P R O F I L E M A T R I X

MEMBERSHIP

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	MEMBERSHIP															
	Types		Qualifications - Full Membership*							Qualifications - Other Membership*						
	Full	Other	Varies by Dept.	Elective			Required		Other	Varies by Dept.	Elective			Required		Other
				FT	PT	Vol.	FT	PT			FT	PT	Vol.	FT	PT	
A-West	x						x									
B-South	x	x					x					x				
C-South	x						x									
D-South	x						x									
E-Midwest	x			x												
F-South	x						x									
G-Midwest	x	x		x	x		x									x
H-South	x						x		x							
I-South	x	x					x							x		
J-South	x			x		x	x									
K-South	x						x									
L-West	x						x									
M-West	x						x									

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	MEMBERSHIP																
	Types		Qualifications - Full Membership*							Qualifications - Other Membership*							
	Full	Other	Varies by Dept.	Elective			Required		Other	Varies by Dept.	Elective			Required		Other	
				FT	PT	Vol.	FT	PT			FT	PT	Vol.	FT	PT		
N-West	x						x										
O-Northeast	x						x										
P-South	x						x										
Q-Northeast	x						x										
R-Midwest	x	x			x	x	x									x	
S-South	x						x	x									
T-Northeast	x	x					x	x								x	
U-West	x								x								
V-South	x						x										
W-South	x						x	x									
X-Midwest	x	x					x				x		x				
Y-West	x	x					x						x				
Z-Northeast	x						x										

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	MEMBERSHIP															
	Types		Qualifications - Full Membership*							Qualifications - Other Membership*						
	Full	Other	Varies by Dept.	Elective			Required		Other	Varies by Dept.	Elective			Required		Other
				FT	PT	Vol.	FT	PT			FT	PT	Vol.	FT	PT	
AA-South	x	x					x									x
BB-West	x	x					x				x					
CC-Northeast	x						x									
DD-Midwest	x						x									
EE-West	x						x									
FF-South	x						x									
GG-South	x						x									
HH-Midwest	x	x			x		x									x
II-South	x						x									
JJ-South				x												
KK-Midwest	x						x									
LL-Midwest	x						x									
MM-South	x			x			x									

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

M E M B E R S H I P

SCHOOL	Types		Qualifications - Full Membership*							Qualifications Other Membership*						
	Full	Other	Varies by Dept.	Elective			Required		Other	Varies by Dept.	Elective			Required		Other
				FT	PT	Vol.	FT	PT			FT	PT	Vol.	FT	PT	
NN-South	x				x	x	x									
OO-Midwest	x						x	x								
PP-Northeast	x	x					x									x
Total	41	11		5	4	3	39	4	2		2	3		1		6

*See Glossary

P R O F I L E M A T R I X

MEMBERSHIP

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	MEMBERSHIP															
	Types		Qualifications - Full Membership*							Qualifications - Other Membership*						
	Full	Other	Varies by Dept.	Elective			Required		Other	Varies by Dept.	Elective			Required		Other
				FT	PT	Vol.	FT	PT			FT	PT	Vol.	FT	PT	
A-Northeast																
B-West	x						x	x								
C-South	x						x									
D-Northeast	x			x												
E-Northeast	x						x									
F-Northeast	x				x		x									
G-Midwest	x						x									
H-South	x						x									
I-Northeast	x	x	x				x	x		x						
J-Northeast	x						x									
K-Northeast	x						x									
L-Northeast	x						x									
M-South	x						x									

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	MEMBERSHIP															
	Types		Qualifications - Full Membership*							Qualifications - Other Membership*						
	Full	Other	Varies by Dept.	Elective			Required		Other	Varies by Dept.	Elective			Required		Other
				FT	PT	Vol.	FT	PT			FT	PT	Vol.	FT	PT	
N-Northeast	x						x									
O-South	x				x		x									
P-Northeast	x						x									
Q-South	x				x		x									
R-South	x						x									
S-Midwest	x						x	x	x							
T-South	x	x		x								x				x
U-South	x	x					x		x							x
V-Northeast	x			x	x											
W-Midwest	x	x					x					x	x			
X-Northeast	x	x					x					x				
Y-Midwest	x	x		x												x
Total	24	6	1	4	4		20	3	2	1		3	1			3

*See Glossary

P R O F I L E M A T R I X

GOVERNANCE

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	GOVERNANCE																
	Governing Body* Composition													Method of Selection Chairperson of Gov. Body			Existence of Plan Bylaws*
		Elected					Automatic*						Appd.	Elected	Appd.	Automatic*	
	None	Basic Sci.		Clin. Sci.		Other	Basic Sci.		Clin. Sci.		Dean	Other					
		Each	Some	Each	Some		Each	Some	Each	Some							
A-West			x						x		x	x		x			x
B-South			x		x	x								x			x
C-South						x			x		x	x		x			x
D-South					x				x		x	x		x			x
E-Midwest			x		x							x		x			x
F-South												x	x			x	x
G-Midwest									x		x			x			x
H-South					x				x		x	x		x			x
I-South					x				x		x	x		x			x
J-South						x			x		x	x	x	x			x
K-South	x																
L-West	x																
M-West			x	x					x		x	x				x	x

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	GOVERNANCE																	
	Governing Body* Composition													Method of Selection Chairperson of Gov. Body				Existence of Plan Bylaws*
		Elected					Automatic*						Appd.	Elected	Appd.	Automatic*		
	None	Basic Sci.		Clin. Sci.		Other	Basic Sci.		Clin. Sci.		Dean	Other						
		Each	Some	Each	Some		Each	Some	Each	Some								
N-West			x	x							x					x	x	
O-Northeast	x																	
P-South										x	x			x			x	
Q-Northeast				x					x		x					x	x	
R-Midwest				x					x		x			x			x	
S-South					x				x		x	x		x			x	
T-Northeast				x							x	x		x			x	
U-West									x		x			x			x	
V-South					x						x	x	x			x	x	
W-South					x		x	x	x		x	x		x			x	
X-Midwest					x				x		x	x		x			x	
Y-West	x																x	
Z-Northeast	x																x	

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	GOVERNANCE																
	Governing Body* Composition													Method of Selection Chairperson of Gov. Body			Existence of Plan Bylaws*
	None	Elected					Automatic*						Appd.	Elected	Appd.	Automatic*	
		Basic Sci.		Clin. Sci.		Other	Basic Sci.		Clin. Sci.		Dean	Other					
		Each	Some	Each	Some		Each	Some	Each	Some							
AA-South				x					x		x	x		x			x
BB-West				x										x			x
CC-Northeast										x	x	x				x	x
DD-Midwest					x				x		x			x			x
EE-West			x		x						x	x		x			x
FF-South													x		x		x
GG-South					x						x	x		x			x
HH-Midwest			x		x						x	x		x			x
II-South					x							x		x			x
JJ-South					x	x				x	x	x		x			x
KK-Midwest	x																x
LL-Midwest					x				x		x	x		x			x
MM-South					x						x	x	x	x			x

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	GOVERNANCE																
	Governing Body* Composition													Method of Selection Chairperson of Gov. Body			Existence of Plan Bylaws*
	None	Elected					Automatic*						Appd.	Elected	Appd.	Automatic*	
		Basic Sci.		Clin. Sci.		Other	Basic Sci.		Clin. Sci.		Dean	Other					
		Each	Some	Each	Some		Each	Some	Each	Some							
NN-South				x										x			x
OO-Midwest					x						x			x			x
PP-Northeast					x				x		x	x				x	x
Total	6		7	8	19	4	1	1	18	3	29	24	5	28	1	7	39

*See Glossary

P R O F I L E M A T R I X

GOVERNANCE

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	GOVERNANCE																
	Governing Body* Composition													Method of Selection Chairperson of Gov. Body			Existence of Plan Bylaws*
		Elected					Automatic*						Appd.				
	None	Basic Sci.		Clin. Sci.		Other	Basic Sci.		Clin. Sci.		Dean	Other		Elected	Appd.	Automatic*	
		Each	Some	Each	Some		Each	Some	Each	Some							
A-Northeast																	
B-West	x																x
C-South	x																
D-Northeast					x						x	x			x		x
E-Northeast					x					x		x				x	x
F-Northeast				x								x		x			x
G-Midwest						x	x		x		x	x				x	
H-South				x								x				x	x
I-Northeast	x																x
J-Northeast					x				x		x	x				x	x
K-Northeast	x																
L-Northeast													x			x	x
M-South									x					x			x

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	GOVERNANCE																
	Governing Body* Composition													Method of Selection Chairperson of Gov. Body			Existence of Plan Bylaws*
	None	Elected					Automatic*						Appd.	Elected	Appd.	Automatic*	
		Basic Sci.		Clin. Sci.		Other	Basic Sci.		Clin. Sci.		Dean	Other					
		Each	Some	Each	Some		Each	Some	Each	Some							
N-Northeast											x	x				x	x
O-South					x				x		x		x		x		x
P-Northeast												x	x			x	x
Q-South					x				x		x	x		x			x
R-South					x						x	x		x			x
S-Midwest					x								x		x		x
T-South									x			x				x	x
U-South									x							x	x
V-Northeast									x		x	x				x	x
W-Midwest			x		x										x		x
X-Northeast					x					x	x	x		x			x
Y-Midwest					x					x	x			x			x
Total	4		1	2	10	1	1		8	3	11	13	4	6	4	10	21

*See Glossary

P R O F I L E M A T R I X

ADMINISTRATION

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	ADMINISTRATION															
	Operational Responsibility					Plan Manager is Responsible to:					Mechanisms for Monitoring Faculty Practice Activities					
	Full-Time Plan Manager	Admin. Staff*		Dept. or Sec. Head	Other	Plan Gov. Board	Med. Dir.	Dean Med. Sch.	Hosp. Admin.	Other	Employ. Agree-ments	Central Billing	Central Fee Collect	Financial Statements Required	Other	
		Med. Sch.	Hosp.													
A-West		x						x			x					
B-South	x									x	x	x	x			
C-South	x					x					x	x	x	x		
D-South	x									x	x	x	x	x		
E-Midwest		x				x					x	x	x	x	x	
F-South		x						x			x	x	x			
G-Midwest	x					x					x	x	x	x		
H-South	x							x		x	x	x	x	x		
I-South	x					x					x	x	x	x		
J-South	x									x		x	x			
K-South				x				x			x	x	x	x		
L-West				x				x				x	x	x		
M-West		x						x			x	x	x			

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	ADMINISTRATION														
	Operational Responsibility					Plan Manager is Responsible to:					Mechanisms for Monitoring Faculty Practice Activities				
	Full-Time Plan Manager	Admin. Staff*		Dept. or Sec. Head	Other	Plan Gov. Board	Med. Dir.	Dean Med.Sch.	Hosp. Admin.	Other	Employ. Agree-ments	Central Billing	Central Fee Collect	Financial Statements Required	Other
		Med.Sch.	Hosp.												
N-West	x					x		x		x	x	x	x	x	
O-Northeast				x				x			x			x	
P-South	x							x				x	x	x	
Q-Northeast				x				x			x	x	x	x	
R-Midwest	x									x	x	x	x	x	
S-South					x					x	x	x	x	x	
T-Northeast	x					x				x		x	x		x
U-West	x					x						x	x	x	
V-South					x					x	x			x	
W-South	x									x	x	x	x		
X-Midwest	x							x		x	x	x	x		
Y-West	x			x				x		x		x	x	x	
Z-Northeast	x									x	x	x	x		

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	ADMINISTRATION														
	Operational Responsibility					Plan Manager is Responsible to:					Mechanisms for Monitoring Faculty Practice Activities				
	Full-Time Plan Manager	Admin. Staff*		Dept. or Sec. Head	Other	Plan Gov. Board	Med. Dir.	Dean Med.Sch.	Hosp. Admin.	Other	Employ. Agree-ments	Central Billing	Central Fee Collect	Financial Statements Required	Other
		Med.Sch.	Hosp.												
AA-South	x									x		x	x		
BB-West	x									x	x	x	x	x	x
CC-Northeast	x						x			x	x	x	x	x	
DD-Midwest	x									x	x	x	x	x	
EE-West	x					x					x	x	x	x	
FF-South	x							x			x	x	x	x	
GG-South	x					x					x	x	x	x	
HH-Midwest	x					x		x				x	x	x	
II-South	x					x					x	x	x	x	
JJ-South	x									x		x	x		
KK-Midwest				x	x					x	x	x	x	x	
LL-Midwest					x				x		x	x	x		
MM-South	x									x	x	x	x	x	

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	ADMINISTRATION														
	Operational Responsibility					Plan Manager is Responsible to:					Mechanisms for Monitoring Faculty Practice Activities				
	Full-Time Plan Manager	Admin. Staff*		Dept. or Sec. Head	Other	Plan Gov. Board	Med. Dir.	Dean Med.Sch.	Hosp. Admin.	Other	Employ. Agree-ments	Central Billing	Central Fee Collect	Financial Statements Required	Other
		Med.Sch.	Hosp.												
NN-South	x					x					x			x	
OO-Midwest					x					x	x	x	x		x
PP-Northeast	x							x			x	x	x		
Total	29	4		6	5	12	1	15	1	21	33	38	38	28	4

*See Glossary

P R O F I L E M A T R I X

ADMINISTRATION

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	ADMINISTRATION														
	Operational Responsibility					Plan Manager is Responsible to:					Mechanisms for Monitoring Faculty Practice Activities				
	Full-Time Plan Manager	Admin. Staff*		Dept. or Sec. Head	Other	Plan Gov. Board	Med. Dir.	Dean Med.Sch.	Hosp. Admin.	Other	Deploy. Agree-ments	Central Billing	Central Fee Collect	Financial Statements Required	Other
		Med.Sch.	Hosp.												
A-Northeast				x				x			x			x	
B-West					x			x			x	x	x		
C-South	x							x			x	x	x	x	
D-Northeast		x						x			x	x	x	x	
E-Northeast	x								x		x	x	x		
F-Northeast	x							x				x	x	x	
G-Midwest		x		x				x				x	x		
H-South	x				x					x	x	x	x		
I-Northeast		x								x		x	x	x	
J-Northeast					x					x	x	x	x	x	
K-Northeast		x						x			x	x			x
L-Northeast		x						x			x			x	
M-South		x								x	x				

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	ADMINISTRATION														
	Operational Responsibility					Plan Manager is Responsible to:					Mechanisms for Monitoring Faculty Practice Activities				
	Full-Time Plan Manager	Admin. Staff* Med. Sch.	Admin. Staff* Hosp.	Dept. or Sec. Head	Other	Plan Gov. Board	Med. Dir.	Dean Med. Sch.	Hosp. Admin.	Other	Employ. Agree-ments	Central Billing	Central Fee Collect	Financial Statements Required	Other
N-Northeast				x	x			x				x		x	
O-South	x									x	x	x	x		
P-Northeast												x	x		
Q-South	x									x	x			x	
R-South	x					x					x	x	x		
S-Midwest	x					x						x	x	x	
T-South	x				x		x			x		x	x	x	
U-South	x					x					x	x	x	x	
V-Northeast					x	x					x			x	
W-Midwest	x					x					x	x	x	x	
X-Northeast				x				x			x	x		x	
Y-Midwest	x						x				x	x	x	x	x
Total	12	6		4	6	5	2	10	1	7	18	20	17	16	2

*See Glossary

P R O F I L E M A T R I X

PRACTICE SETTING/PLAN INCOME

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	PRACTICE SETTING											PLAN INCOME*				
	Sites for Provision of Services by Plan Participants											Direct Payment for Patient Service by Source (Percent of collections)				
	Offices						Clinical Facilities					Third Party Payer			Self Pay	Other
	Med. Sch.	Hosp.	Medical Bldg.*			Other	Hosp. Inpat.	Hosp. OPD	Ambulatory Clinics	Emer. Serv.	Other	Blue Cross/Shield Other Insurance	Medicare	Medicaid		
			Sch.	Hosp.	Other											
A-West	x	x			x	x	x		x	x	x	Not available				
B-South	x	x			x		x	x	x	x		Not available				
C-South	x						x	x				41%	22%	30%	7%	
D-South	x	x					x	x	x	x		Not available				
E-Midwest	x	x					x	x	x	x		Not available				
F-South	x	x					x	x		x		34%	14%	17%	20%	15%
G-Midwest	x						x	x			x	Not available				
H-South	x	x					x	x		x		45%	25%	10%	20%	
I-South	x	x					x	x	x	x		46%	13%	10%		31%
J-South	x	x				x	x	x	x	x		50%	15%	7%	28%	
K-South	x	x							x	x		44%	15%	2%	23%	16%
L-West	x	x					x	x	x	x		Not available				
M-West	x	x					x	x	x			38%	20%	27%	14%	1%

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	PRACTICE SETTING											PLAN INCOME*				
	Sites for Provision of Services by Plan Participants											Direct Payment for Patient Service by Source (Percent of collections)				
	Offices						Clinical Facilities					Third Party Payer			Self Pay	Other
	Med. Sch.	Hosp.	Medical Bldg.* Sch.	Hosp.	Other	Other	Hosp. Inpat.	Hosp. OPD	Ambulatory Clinics	Emer. Serv.	Other	Blue Cross/Shield Other Insurance	Medicare	Medicaid		
N-West	x	x					x	x	x		x	54%	22%	15%	9%	
O-Northeast		x							x			Not available				
P-South	x							x	x			47%	26%	27%		
Q-Northeast	x	x			x		x	x	x	x		31%	10%	10%	49%	
R-Midwest	x	x					x	x	x	x		Not available				
S-South	x	x					x	x	x	x		32%	21%	21%	19%	7%
T-Northeast	x	x			x		x	x				41%	35%	13%	11%	
U-West	x	x					x					67%	21%		12%	
V-South	x	x	x	x	x	x	x	x	x	x		Not available				
W-South	x	x					x	x	x	x		19%	14%	15%	52%	
X-Midwest	x	x					x	x	x			Not available				
Y-West	x	x				x	x	x	x	x		Not available				
Z-Northeast	x	x					x	x				50%	12%	2%	35%	1%

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	PRACTICE SETTING											PLAN INCOME*				
	Sites for Provision of Services by Plan Participants											Direct Payment for Patient Service by Source (Percent of collections)				
	Offices						Clinical Facilities					Third Party Payer			Self Pay	Other
	Med. Sch.	Hosp.	Medical Bldg.*			Other	Hosp. Inpat.	Hosp. OPD	Ambulatory Clinics	Emer. Serv.	Other	Blue Cross/Shield Other Insurance	Medicare	Medicaid		
			Sch.	Hosp.	Other											
AA-South	x	x				x	x	x	x	x		Not available				
BB-West	x	x					x	x	x	x	x	48%	26%		26%	
CC-Northeast	x						x		x		x	21%	1%	10%	68%	
DD-Midwest	x	x		x			x		x			Not available				
EE-West	x				x		x	x	x	x		43%	20%	17%	20%	
FF-South	x	x	x		x		x	x	x			67%	8%		25%	
GG-South	x	x			x		x	x	x	x	x	54%	17%		29%	
HH-Midwest												60%	20%	15%	5%	
II-South												Not available				
JJ-South	x					x	x	x	x	x		Not available				
KK-Midwest	x	x					x	x		x		Not available				
LL-Midwest	x	x				x	x	x		x		68%	20%	9%		3%
MM-South	x	x				x	x	x	x	x		36%	5%	5%	54%	

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	PRACTICE SETTING											PLAN INCOME*				
	Sites for Provision of Services by Plan Participants											Direct Payment for Patient Service by Source (Percent of collections)				
	Offices						Clinical Facilities					Third Party Payer			Self Pay	Other
	Med. Sch.	Hosp.	Medical Bldg.* Sch.	Hosp.	Other	Other	Hosp. Inpat.	Hosp. OPD	Ambulatory Clinics	Emer. Serv.	Other	Blue Cross/Shield Other Insurance	Medicare	Medicaid		
NN-South	x	x					x	x	x	x		Not	a	vailable		
OO-Midwest	x	x	x	x	x		x	x	x	x		Not	a	vailable		
PP-Northeast							x	x	x	x	x	Not	a	vailable		
Total	38	33	3	3	9	8	37	34	31	27	7					

*See Glossary

P R O F I L E M A T R I X

PRACTICE SETTING/PLAN INCOME

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	PRACTICE SETTING											PLAN INCOME*				
	Sites for Provision of Services by Plan Participants											Direct Payment for Patient Service by Source (Percent of collections)				
	Offices						Clinical Facilities					Third Party Payer			Self Pay	Other
	Med. Sch.	Hosp.	Medical Bldg.* Sch.	Medical Bldg.* Hosp.	Medical Bldg.* Other	Other	Hosp. Inpat.	Hosp. OPD	Ambulatory Clinics	Emer. Serv.	Other	Blue Cross/Shield Other Insurance	Medicare	Medicaid		
A-Northeast	x	x					x	x				Not	a	v a i	l a b	l e
B-West	x						x	x	x	x		55%		15%	15%	
C-South	x	x					x	x	x	x		Not	a	v a i	l a b	l e
D-Northeast	x	x					x					Not	a	v a i	l a b	l e
E-Northeast	x	x					x	x	x	x		Not	a	v a i	l a b	l e
F-Northeast	x	x					x	x		x		Not	a	v a i	l a b	l e
G-Midwest	x	x		x			x	x		x		Not	a	v a i	l a b	l e
H-South							x		x			Not	a	v a i	l a b	l e
I-Northeast	x	x				x	x	x	x	x	x	Not	a	v a i	l a b	l e
J-Northeast	x	x	x				x	x	x	x		32%	26%		20%	22%
K-Northeast	x											Not	a	v a i	l a b	l e
L-Northeast	x						x	x	x	x		Not	a	v a i	l a b	l e
M-South	x	x	x		x		x	x	x	x		Not	a	v a i	l a b	l e

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	PRACTICE SETTING											PLAN INCOME*				
	Sites for Provision of Services by Plan Participants											Direct Payment for Patient Service by Source (Percent of collections)				
	Offices						Clinical Facilities					Third Party Payer			Self Pay	Other
	Med. Sch.	Hosp.	Medical Bldg.* Sch.	Medical Bldg.* Hosp.	Medical Bldg.* Other	Other	Hosp. Inpat.	Hosp. OPD	Ambulatory Clinics	Emer. Serv.	Other	Blue Cross/Shield Other Insurance	Medicare	Medicaid		
N-Northeast		x			x		x	x	x			Not available				
O-South	x	x					x	x	x			Not available				
P-South	x			x		x	x	x				Not available				
Q-South	x	x					x	x	x	x		Not available				
R-South	x	x					x	x	x			Not available				
S-Midwest	x	x	x	x			x	x		x		38%	24%	28%	10%	
T-South			x	x			x		x			Not available				
U-South									x		x	Not available				
V-Northeast	x	x	x		x		x	x	x			Not available				
W-Midwest	x	x					x	x	x			53%	16%	12%	17%	02%
X-Northeast	x	x					x	x	x	x		Not available				
Y-Midwest			x				x					Not available				
Total	20	17	6	4	3	2	23	19	17	12	2					

*See Glossary

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P R O F I L E M A T R I X

FEES
(Schedule Determination, et. al.)

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

	FEES												
	Fee Schedule Determination						Centralized Billing Service:						
SCHOOL	Depts etc.	Physician	Collective Plan Membership	Plan Governing Body	Plan Cmtte.	Other	Plan Inc.	Plan Non-Inc.	Dept.	Service Bureau	Medical School	Hospital	Other
A-West	x	x			x				x	x		x	x
B-South		x						x					
C-South		x					x						
D-South		x							x				
E-Midwest		x										x	
F-South	x				x	x					x		
G-Midwest	x						x						
H-South		x				x		x				x	
I-South		x						x					
J-South	x			x						x			
K-South	x							x					
L-West	x	x						x	x				
M-West		x							x	x		x	

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	FEES												
	Fee Schedule Determination						Centralized Billing Services						
	Depts. etc.	Physician	Collective Plan Membership	Plan Governing Body	Plan Cmte.	Other	Plan Inc.	Plan Non-Inc.	Dept.	Service Bureau	Medical School	Hospital	Other
N-West		x		x				x					
O-Northeast	x	x							x				
P-South			x					x					
Q-Northeast			x	x			x						
R-Midwest		x						x					
S-South		x								x			
T-Northeast		x		x				x					
U-West	x					x	x						
V-South		x											
W-South	x							x					
X-Midwest						x				x			
Y-West					x	x		x					x
Z-Northeast		x						x					

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	FEES											
	Fee Schedule Determination						Centralized Billing Services					
	Depts. etc.	Physician	Collective Plan Membership	Plan Governing Body	Plan Cmtte.	Other	Plan Inc.	Plan Non-Inc.	Dept.	Service Bureau	Medical School	Hospital	Other
AA-South		x						x					
BB-West		x						x					
CC-Northeast	x							x		x			
DD-Midwest		x									x		
EE-West		x						x					
FF-South		x						x					
GG-South		x						x					
HH-Midwest	x			x		x		x	x				
II-South		x					x		x				
JJ-South	x								x				
KK-Midwest		x							x				x
LL-Midwest	x	x		x				x					
MM-South			x			x		x					

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	FEES												
	Fee Schedule Determination						Centralized Billing Services						
	Depts. etc.	Physician	Collective Plan Membership	Plan Governing Body	Plan Cmte.	Other	Plan Inc.	Plan Non-Inc.	Dept.	Service Bureau	Medical School	Hospital	Other
NN-South		x											
OO-Midwest		x				x	x						
PP-Northeast				x				x		x			
Total	13	27	3	7	3	8	6	22	1	7	2	4	3

P R O F I L E M A T R I X

FEES
(Schedule Determination, et. al.)

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	FEES											
	Fee Schedule Determination						Centralized Billing Services					
	Depts. etc.	Physician	Collective Plan Membership	Plan Governing Body	Plan Cmtte.	Other	Plan Inc.	Plan Non-Inc.	Dept.	Service Bureau	Medical School	Hospital	Other
A-Northeast		x							x				
B-West	x												x
C-South		x						x					
D-Northeast		x											
E-Northeast	x	x						x		x			
F-Northeast		x							x	x			
G-Midwest	x								x				
H-South	x	x						x					
I-Northeast	x								x				
J-Northeast	x	x						x					
K-Northeast		x						x					
L-Northeast		x											
M-South		x											

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	FEES												
	Fee Schedule Determination						Centralized Billing Services						
	Depts. etc.	Physician	Collective Plan Membership	Plan Governing Body	Plan Cmtte.	Other	Plan Inc.	Plan Non-Inc.	Dept.	Service Bureau	Medical School	Hospital	Other
N-Northeast		x						x	x				
O-South				x				x					
P-Northeast						x						x	
Q-South		x		x				x					
R-South	x					x				x			
S-Midwest				x				x					
T-South	x							x					x
U-South		x				x		x					
V-Northeast	x	x							x				
W-Midwest		x						x					
X-Northeast	x	x							x				
Y-Midwest		x			x			x		x			
Total	10	17		3	1	3		13	7	4		1	2

P R O F I L E M A T R I X

FEES
(Billing System for Ambulatory
Patients, et. al.)

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

	FEES					
SCHOOL	One Bill System for Ambulatory Patients	Always Bill 100% Fee Schedule	Average Number Monthly State-ments	Net Collection Rate*	Other Patient Income Excluded from Plan	Plan Tax Status: IRS Approval Date
A-West	x		Not available	Not available		
B-South			Not available	Not available		
C-South			13,000	Not available		1970
D-South			Not available	Not available		1968
E-Midwest			12,000	92%		1948
F-South	x		20,000	71%		1963
G-Midwest			Not available	Not available	x	1958
H-South			20,000	92%		
I-South			23,522	93%		
J-South			20,000	67%	x	1974
K-South		x	Not available	71%		x
L-West	x	x	Not available	90%		
M-West		x	5,800	97%		

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	FEES					
	One Bill System for Ambulatory Patients	Always Bill 100% Fee Schedule	Average Number Monthly State-ments	Net Collection Rate*	Other Patient Income Excluded from Plan	Plan Tax Status: IRS Approval Date
N-West		x	13,500	95%	x	
O-Northeast			Not available	Not available		
P-South		x	28,000	Not available		
Q-Northeast			20,000	93%		1972
R-Midwest	x	x	Not available	Not available		1973
S-South			16,000	90%		1969
T-Northeast	x		8,000	Not available		
U-West	x		6,600	75%	x	1972
V-South			Not available	Not available		1975
W-South	x		Not available	Not available		1976
X-Midwest			Not available	Not available		
Y-West			20,000	89%		1972
Z-Northeast			4,400	83%		x

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

	FEES					
SCHOOL	One Bill System for Ambulatory Patients	Always Bill 100% Fee Schedule	Average Number Monthly Statements	Net Collection Rate*	Other Patient Income Excluded from Plan	Plan Tax Status: IRS Approval Date
AA-South			10,000	75%		
BB-West	x	x	12,000	80%		1972
CC-Northeast		x	10,000	85%	x	
DD-Midwest		x	5,500	89%		
EE-West		x	6,800	70%	x	
FF-South		x	40,000	90%		x
GG-South		x	25,000	70%		x
HH-Midwest			Not available	92%	x	
II-South		x	Not available	75%		
JJ-South			Not available	80%		1974
KK-Midwest			Not available	Not available		x
LL-Midwest	x	x	Not available	78%		1975
MM-South			Not available	Not available		1973

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	FEES					
	One Bill System for Ambulatory Patients	Always Bill 100% Fee Schedule	Average Number Monthly State-ments	Net Collection Rate*	Other Patient Income Excluded from Plan	Plan Tax Status: IRS Approval Date
NN-South			Not available	Not available		
OO-Midwest			Not available	Not available		
PP-Northeast		x	2,000	80%		
Total	9	15			7	22

*See Glossary

P R O F I L E M A T R I X

FEES
(Billing System for Ambulatory
Patients, et. al.)

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

	FEES					
SCHOOL	One Bill System for Ambulatory Patients	Always Bill 100% Fee Schedule	Average Number Monthly Statements	Net Collection Rate*	Other Patient Income Excluded from Plan	Plan Tax Status: IRS Approval Date
A-Northeast			Not available	Not available		
B-West	x	x	10,000	98%		1976
C-South	x		22,500	90%		1962
D-Northeast			Not available	Not available	x	
E-Northeast			12,000	Not available		
F-Northeast			Not available	Not available		
G-Midwest			Not available	Not available		
H-South			4,300	83%		1976
I-Northeast			Not available	Not available		
J-Northeast		x	Not available	80%		x
K-Northeast		x	5,000	89%		
L-Northeast		x	Not available	95%		
M-South			Not available	Not available		

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	FEES					
	One Bill System for Ambulatory Patients	Always Bill 100% Fee Schedule	Average Number Monthly State-ments	Net Collection Rate*	Other Patient Income Excluded from Plan	Plan Tax Status: IRS Approval Date
N-Northeast		x	Not available	Not Available		
O-South			Not available	Not available		
P-Northeast			Not available	Not available		
Q-South			68,000	79%		1976
R-South			5,000	90%		
S-Midwest			Not Available	88%		
T-South	x	x	31,000	Not available		1965
U-South	x	x	28,000	94%		1972
V-Northeast		x	Not available	Not available		
W-Midwest		x	22,000	94%		
X-Northeast		x	Not available	Not Available		
Y-Midwest		x	9,000	93%	x	x
Total	4	11			2	8

*See Glossary

P R O F I L E M A T R I X

FEES
(Collection, et. al.)

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	FEES															
	Collection of Professional Fees								Disbursement* of Professional Fees							
	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other
		Inc.	Non-Inc.							Inc.	Non-Inc.					
A-West	x			x	x		x	x	x			x		x		
B-South			x								x					
C-South		x								x						
D-South				x								x				
E-Midwest							x									x
F-South						x								x		x
G-Midwest		x								x						
H-South			x	x			x				x					
I-South			x								x					
J-South			x								x					
K-South			x													x
L-West	x		x	x	x				x		x	x				
M-West				x			x				x					

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	FEES															
	Collection of Professional Fees								Disbursement* of Professional Fees							
	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other
		Inc.	Non-Inc.							Inc.	Non-Inc.					
N-West							x									x
O-Northeast	x			x					x			x				
P-South			x								x					
Q-Northeast		x										x				
R-Midwest			x								x					
S-South					x						x					
T-Northeast			x								x					
U-West		x								x						
V-South	x								x							
W-South			x								x					
X-Midwest			x								x					
Y-West			x								x					
Z-Northeast			x								x					

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1975

Public Medical Schools

SCHOOL	FEES															
	Collection of Professional Fees								Disbursement* of Professional Fees							
	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other
		Inc.	Non-Inc.							Inc.	Non-Inc.					
AA-South			x								x					
BB-West			x								x					
CC-Northeast			x								x					
DD-Midwest						x								x		
EE-West			x								x					
FF-South			x								x					
GG-South			x													x
HH-Midwest			x	x							x					
II-South		x		x						x						
JJ-South				x								x				
KK-Midwest				x				x				x				x
LL-Midwest			x								x					
MM-South			x								x					

*See Glossary

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MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	FEES															
	Collection of Professional Fees								Disbursement* of Professional Fees							
	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other
		Inc.	Non-Inc.							Inc.	Non-Inc.					
NN-South	x								x							
OO-Midwest	x	x								x		x		x		
PP-Northeast			x								x		x			
Total	6	6	23	10	3	2	5	2	5	5	23	8		4		6

*See Glossary

P R O F I L E M A T R I X

FEES
(Collection, et. al.)

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	FEES															
	Collection of Professional Fees								Disbursement* of Professional Fees							
	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other
		Inc.	Non-Inc.							Inc.	Non-Inc.					
A-Northeast				x								x				
B-West								x								x
C-South			x			x								x		
D-Northeast	x							x						x		
E-Northeast			x													x
F-Northeast				x	x							x				
G-Midwest				x										x		
H-South			x								x					
I-Northeast				x								x				
J-Northeast			x								x					
K-Northeast	x			x							x					
L-Northeast	x			x					x			x				
M-South								x			x					

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	FEES															
	Collection of Professional Fees								Disbursement* of Professional Fees							
	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other	Physician	Plan		Dept.	Service Bureau	Med. Sch.	Hospital	Other
		Inc.	Non-Inc.							Inc.	Non-Inc.					
N-Northeast			x	x												x
O-South			x								x					
P-Northeast							x								x	
Q-South			x								x					
R-South					x								x			x
S-Midwest			x								x					x
T-South			x								x					
U-South			x								x					
V-Northeast				x										x		
W-Midwest			x								x					
X-Northeast				x										x		
Y-Midwest			x													x
Total	3		12	9	2	1	1	3	1		10	4	1	5	1	6

*See Glossary

P R O F I L E M A T R I X

COMPENSATION
(Relationships between Faculty Utilization & Sources of Compensation, et. al.)

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION			
	Direct Relationship Betw. Faculty Utilization & Sources of Compensation*	Plan Participant Receives Employment Agreement Upon Appointment	Ranges Specified for Total Salary of Plan Participant	Incentive* Component of Compensation
A-West		x	x	
B-South		x		x
C-South		x		
D-South		x	x	x
E-Midwest		x		
F-South		x	x	
G-Midwest		x		x
H-South	x	x	x	x
I-South	x	x	x	x
J-South			x	x
K-South		x		
L-West	x			
M-West	x	x	x	x

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION			
	Direct Relationship Betw. Faculty Utilization & Sources of Compensation*	Plan Participant Receives Employment Agreement Upon Appointment	Ranges Specified for Total Salary of Plan Participant	Incentive* Component of Compensation
N-West		x	x	
O-Northeast	x	x	x	x
P-South	x	x	x	x
Q-Northeast	x	x		x
R-Midwest	x	x		x
S-South		x		
T-Northeast	x	x		x
U-West		x	x	x
V-South		x		x
W-South		x	x	
X-Midwest		x		
Y-West				x
Z-Northeast		x	x	

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION			
	Direct Relationship Betw. Faculty Utilization & Sources of Compensation*	Plan Participant Receives Employment Agreement Upon Appointment	Ranges Specified for Total Salary of Plan Participant	Incentive* Component of Compensation
AA-South		x		x
BB-West	x	x	x	x
CC-Northeast	x	x	x	x
DD-Midwest	x	x		x
EE-West		x	x	
FF-South		x	x	
GG-South	x	x		
HH-Midwest	x		x	x
II-South		x		x
JJ-South			x	x
KK-Midwest		x		
LL-Midwest	x	x		x
MM-South		x	x	

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION			
	Direct Relationship Betw. Faculty Utilization & Sources of Compensation	Plan Participant Receives Employment Agreement Upon Appointment	Ranges Specified for Total Salary of Plan Participant	Incentive* Component of Compensation
NN-South		x		x
OO-Midwest	x	x		x
PP-Northeast	x	x	x	x
Total	17	37	21	26

*See Glossary

P R O F I L E M A T R I X

COMPENSATION
(Relationships between Faculty Utilization & Sources of Compensation, et. al.)

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

	COMPENSATION			
SCHOOL	Direct Relationship Betw. Faculty Utilization & Sources of Compensation*	Plan Participant Receives Employment Agreement Upon Appointment	Ranges Specified for Total Salary of Plan Participant	Incentive* Component of Compensation
A-Northeast	x	x		
B-West	x	x	x	x
C-South	x	x		x
D-Northeast			x	x
E-Northeast	x	x		x
F-Northeast				x
G-Midwest				
H-South		x		x
I-Northeast	x		x	x
J-Northeast	x	x		
K-Northeast	x	x	x	x
L-Northeast	x	x	x	x
M-South	x	x		x

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

	COMPENSATION			
SCHOOL	Direct Relationship Betw. Faculty Utilization & Sources of Compensation*	Plan Participant Receives Employment Agreement Upon Appointment	Ranges Specified for Total Salary of Plan Participant	Incentive* Component of Compensation
N-Northeast	x		x	
O-South		x	x	x
P-Northeast		x	x	
Q-South		x		x
R-South	x	x		x
S-Midwest		x		x
T-South		x		x
U-South	x	x		
V-Northeast		x		
W-Midwest	x	x	x	x
X-Northeast		x	x	
Y-Midwest	x	x	x	x
Total	14	20	11	17

*See Glossary

P R O F I L E M A T R I X

COMPENSATION
(Insurance & Retirement Benefits)

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION																								
	INSURANCE*															RETIREMENT*									
	Disability			Group Health			Major Medical			Life			General Liability			Retirement Plan(s)			Tax Sheltered Annuity			Deferred Compensation		
	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP
A-West				x			x						x			x			x					
B-South	x			x			x			x			x			x								
C-South				x	x		x	x		x			x	x		x								
D-South			x	x	x				x			x						x						
E-Midwest	x	x					x	x		x	x		x			x	x							
F-South	x									x			x			x								
G-Midwest	x	x		x			x			x	x		x			x	x							
H-South			var	x		var	x		var	x		var	x			x		var			var			var
I-South	x			x			x			x			x			x								
J-South	x			x	x		x	x		x					x	x	x		x	x				
K-South		x		x				x			x		x				x			x				
L-West	x			x			x			x			x			x			x					
M-West	x			x			x				x		x				x							

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION																								
	INSURANCE*															RETIREMENT*									
	Disability			Group Health			Major Medical			Life			General Liability			Retirement Plan(s)			Tax Sheltered Annuity			Deferred Compensation		
	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP
N-West		x			x			x			x		x							x				
O-Northeast			x		x			x				x					x					x		
P-South	x			x			x			x			x			x			x			x		
Q-Northeast		x		x			x				x		x				x			x				
R-Midwest	x			x			x			x						x					x			
S-South	x					x			x			x				x	x		x	x				
T-Northeast	x	x		x			x			x	x		x			x	x		x	x				
U-West				x									x			x								
V-South	x	Var	Var		Var	Var	x	Var	Var	x						x	Var	Var	x	Var	Var		Var	Var
W-South				x			x			x			x			x			x					
X-Midwest	x			x			x			x			x			x			x					
Y-West	x	x		x	x		x			x			x			x	x		x			x		x
Z-Northeast	x	x		x			x			x			x			x	x		x	x		x	x	
*See Glossary																								

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION																								
	INSURANCE*															RETIREMENT*									
	Disability			Group Health			Major Medical			Life			General Liability			Retirement Plan(s)			Tax Sheltered Annuity			Deferred Compensation		
	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP
AA-South	x			x			x			x			x			x								
BB-West			x			x			x			x	x			x			x					
CC-Northeast				x			x									x								
DD-Midwest				x						x						x								
EE-West	x			x			x			x						x								
FF-South			x			x			x			x						x			x			
GG-South	x			x			x				x		x				x			x				
HH-Midwest		x			x			x			x		x				x			x				
II-South	x	x		x	x		x	x		x	x		x			x	x		x	x				
JJ-South	x	x		x	x		x	x		x	x		x			x	x		x	x		x		
KK-Midwest	x	x		x			x					x	x			x	x		x	x				
LL-Midwest				x			x			x			x			x	x							
MM-South	x			x			x			x			x			x			x					

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION																								
	INSURANCE*															RETIREMENT*									
	Disability			Group Health			Major Medical			Life			General Liability			Retirement Plan(s)			Tax Sheltered Annuity*			Deferred Compensation		
	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP
NN-South	x			x												x	x			x				
OO-Midwest	x			x			x			x			x			x			x					
PP-Northeast	x	x		x			x			x	x		x			x					x			
Total	26	14	6	32	10	5	30	10	6	26	12	6	31	1	1	33	19	4	17	14	5	5	2	3

*See Glossary

P R O F I L E M A T R I X

COMPENSATION
(Insurance & Retirement Benefits)

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	COMPENSATION																											
	INSURANCE*																		RETIREMENT*									
	Disability			Group Health			Major Medical			Life			General Liability			Retirement Plan(s)			Tax-Sheltered Annuity			Deferred Compensation					
	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP			
A-Northeast	x			x			x			x			x			x			x								
B-West	x			x			x			x			x			x			x								
C-South	x			x			x			x						x			x								
D-Northeast		x		x			x			x			x			x			x								
E-Northeast	x	x					x	x		x	x		x			x	x										
F-Northeast	x			x			x			x			x			x			x								
G-Midwest	x			x			x			x			x			x			x								
H-South				x			x			x			x			x			x								
I-Northeast			var	x		var	x		var	x		var	x			x		var	x		var			var			
J-Northeast	x			x			x			x			x			x			x								
K-Northeast	x			x			x			x			x			x			x								
L-Northeast	x			x			x			x			x						x								
M-South			x			x			x			x	x						x								

*See Glossary

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	COMPENSATION																							
	INSURANCE*															RETIREMENT*								
	Disability			Group Health			Major Medical			Life			General Liability			Retirement Plan(s)			Tax Sheltered Annuity			Deferred Compensation		
	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP	IP	IPWPS	PP
N-Northeast	x			x			x									x			x					
O-South	x			x			x			x			x			x			x					
P-Northeast	x						x			x			x			x								
Q-South	x			x			x			x			x			x	x		x	x				
R-South	x	x		x	x		x	x		x			x	x		x	x		x	x		x	x	
S-Midwest	x			x	x		x			x	x		x			x			x					
T-South	x	x		x			x			x	x		x			x	x							
U-South		x						x			x		x				x			x				
V-Northeast		x			x			x			x		x				x			x				
W-Midwest	x			x			x			x			x			x			x					
X-Northeast	x			x			x			x			x			x			x					
Y-Midwest	x	x		x	x		x	x		x	x		x			x	x		x	x				
Total	19	7	2	20	4	2	22	5	2	21	6	2	23	1		21	7	1	20	5	1	1	1	1

*See Glossary

P R O F I L E M A T R I X

COMPENSATION
(Malpractice Liability Coverage)

Public Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION															
	MALPRACTICE LIABILITY COVERAGE															
	Source of Policy							Premium Payment							Self-Insurance	
	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Under Consid.	Year Implemented
A-West	x							x							x	
B-South				x							x					
C-South						x					x				x	
D-South	x										x	x			x	
E-Midwest			x	x						x	x					
F-South	x										x					1975
G-Midwest	x							x								1977
H-South				x							x				x	
I-South							x					x	x			1976
J-South	x					x					x				x	
K-South							x				x					1972
L-West						x						x			x	
M-West	x							x								

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION: MALPRACTICE LIABILITY COVERAGE: Source of Policy: Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Premium Payment: Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Self-Insurance: Under Consid.	Year Implemented
N-West	x							x		x	x					1976
O-Northeast			x		x							x	x			
P-South				x								x				
Q-Northeast						x						x			x	
R-Midwest				x							x				x	
S-South	x										x				x	
T-Northeast							x							x		1975
U-West						x							x		x	
V-South					x	x						x	x		x	
W-South						x					x		x			
X-Midwest	x										x				x	
Y-West	x			x				x			x				x	
Z-Northeast		x							x							1975

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION															
	MALPRACTICE LIABILITY COVERAGE															
	Source of Policy							Premium Payment							Self-Insurance	
	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Under Consid.	Year Implemented
AA-South						x		x		x		x			x	
BB-West							x				x					1975
CC-Northeast			x											x	x	
DD-Midwest	x								x							
EE-West	x								x						x	
FF-South							x					x			x	
GG-South						x								x		
HH-Midwest	x										x				x	
II-South				x							x					
JJ-South	x					x		x		x	x				x	
KK-Midwest					x							x				
LL-Midwest				x							x				x	
MM-South	x										x					

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Public Medical Schools

SCHOOL	COMPENSATION																
	MALPRACTICE LIABILITY COVERAGE																
	Source of Policy							Premium Payment							Self-Insurance	
	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Under Consid.	Year Implemented
NN-South						x							x			
OO-Midwest	x					x		x			x				x	
PP-Northeast						x					x					
Total	16	1	3	8	3	13	5	8	3	4	22	10	6	3	21	8

P R O F I L E M A T R I X

COMPENSATION
(Malpractice Liability Coverage)

Private Schools

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	COMPENSATION															
	MALPRACTICE LIABILITY COVERAGE															
	Source of Policy							Premium Payment							Self-Insurance	
	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Under Consid.	Year Implemented
A-Northeast	x											x				1975
B-West							x							x	x	
C-South						x							x		x	
D-Northeast							x							x		1969
E-Northeast	x							x							x	
F-Northeast			x			x				x			x		x	
G-Midwest	x		x						x			x				
H-South	x								x	x			x			1976
I-Northeast	x								x	x			x		x	
J-Northeast		x	x			x			x	x			x		x	
K-Northeast			x							x						
L-Northeast	x							x					x		x	
M-South				x							x					1976

MEDICAL PRACTICE PLAN PROFILE MATRIX 1976

Private Medical Schools

SCHOOL	COMPENSATION															
	MALPRACTICE LIABILITY COVERAGE															
	Source of Policy							Premium Payment							Self-Insurance	
	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Ind.	Other	Univ.	Med. Sch.	Hosp.	Practice Plan	Dept.	Individ.	Other	Under Consid.	Year Implemented
N-Northeast	x		x									x			x	
O-South	x					x					x					1975
P-Northeast			x							x					x	
Q-South	x					x						x			x	
R-South							x				x			x	x	
S-Midwest							x				x				x	
T-South				x							x					
U-South				x							x	x			x	
V-Northeast	x								x	x	x				x	
W-Midwest						x							x		x	
X-Northeast	x											x			x	
Y-Midwest	x										x				x	
Total	12	1	6	3		6	2	2	5	7	8	6	7	3	17	5